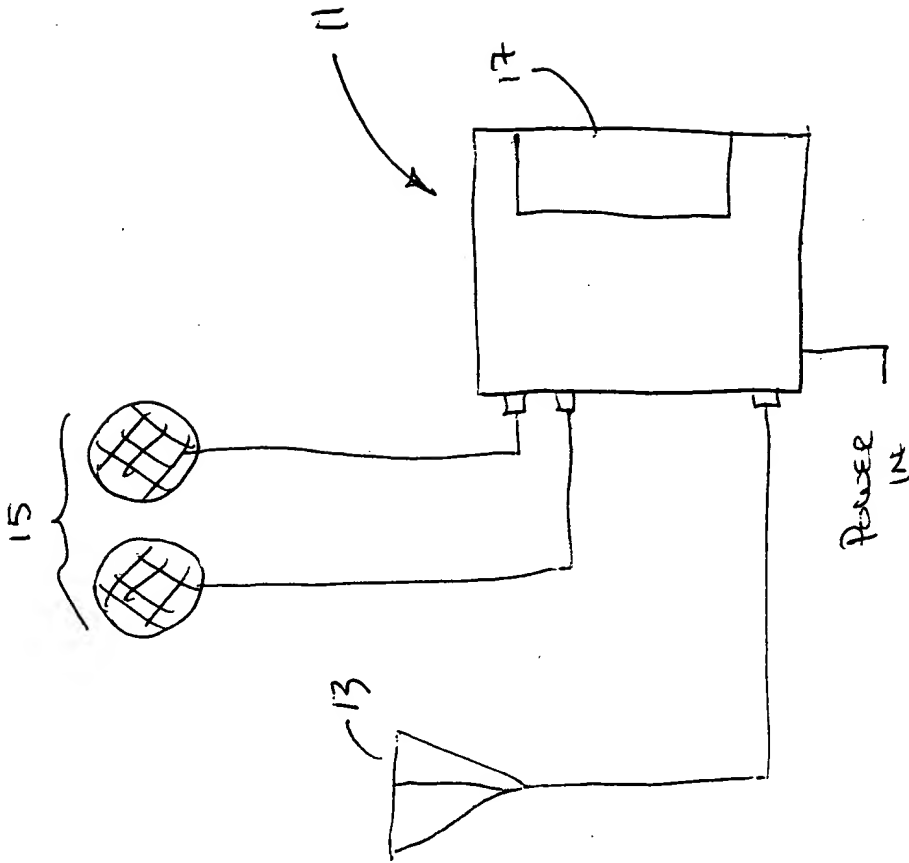


[illegible]

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FIG. 2

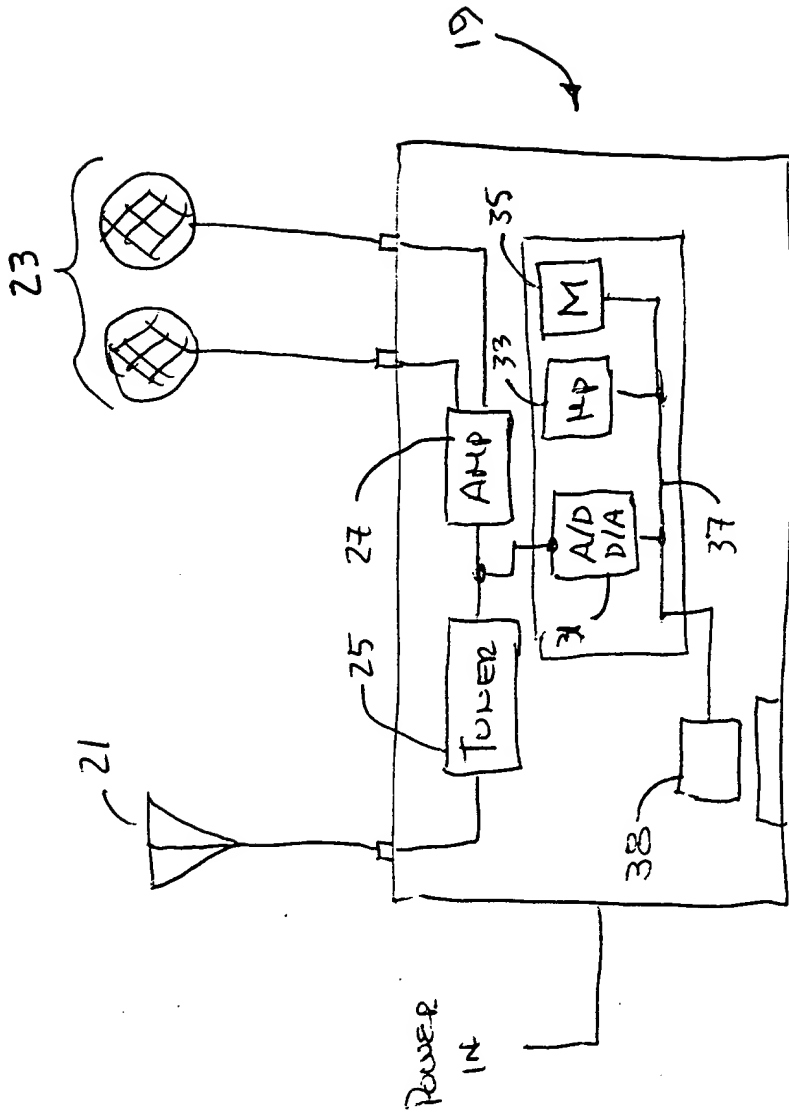


FIG. 2

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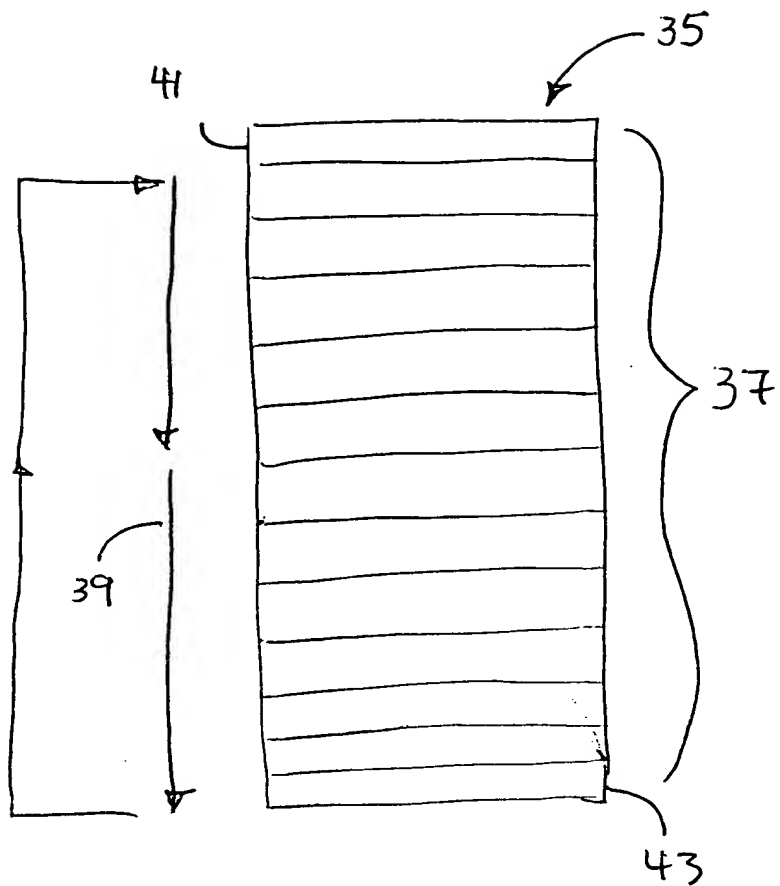
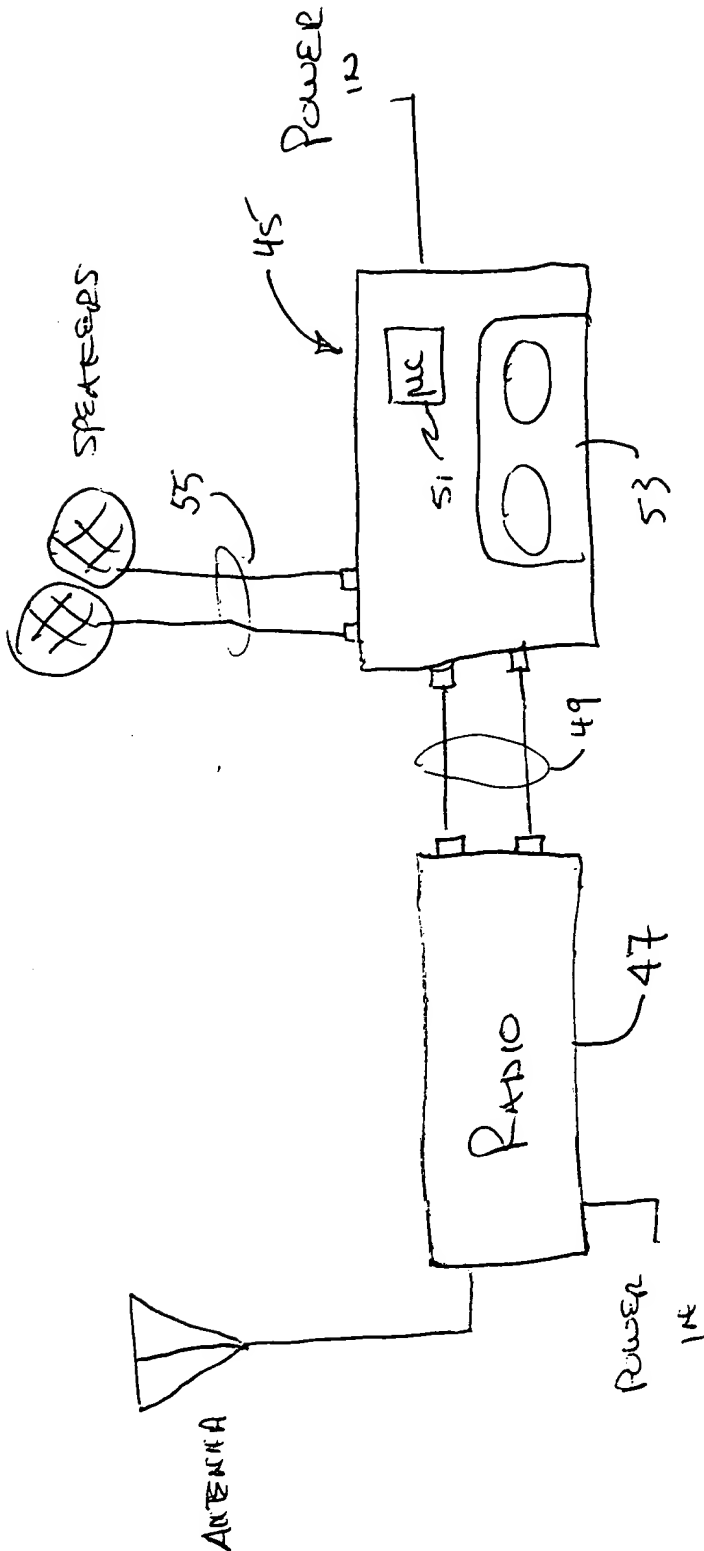
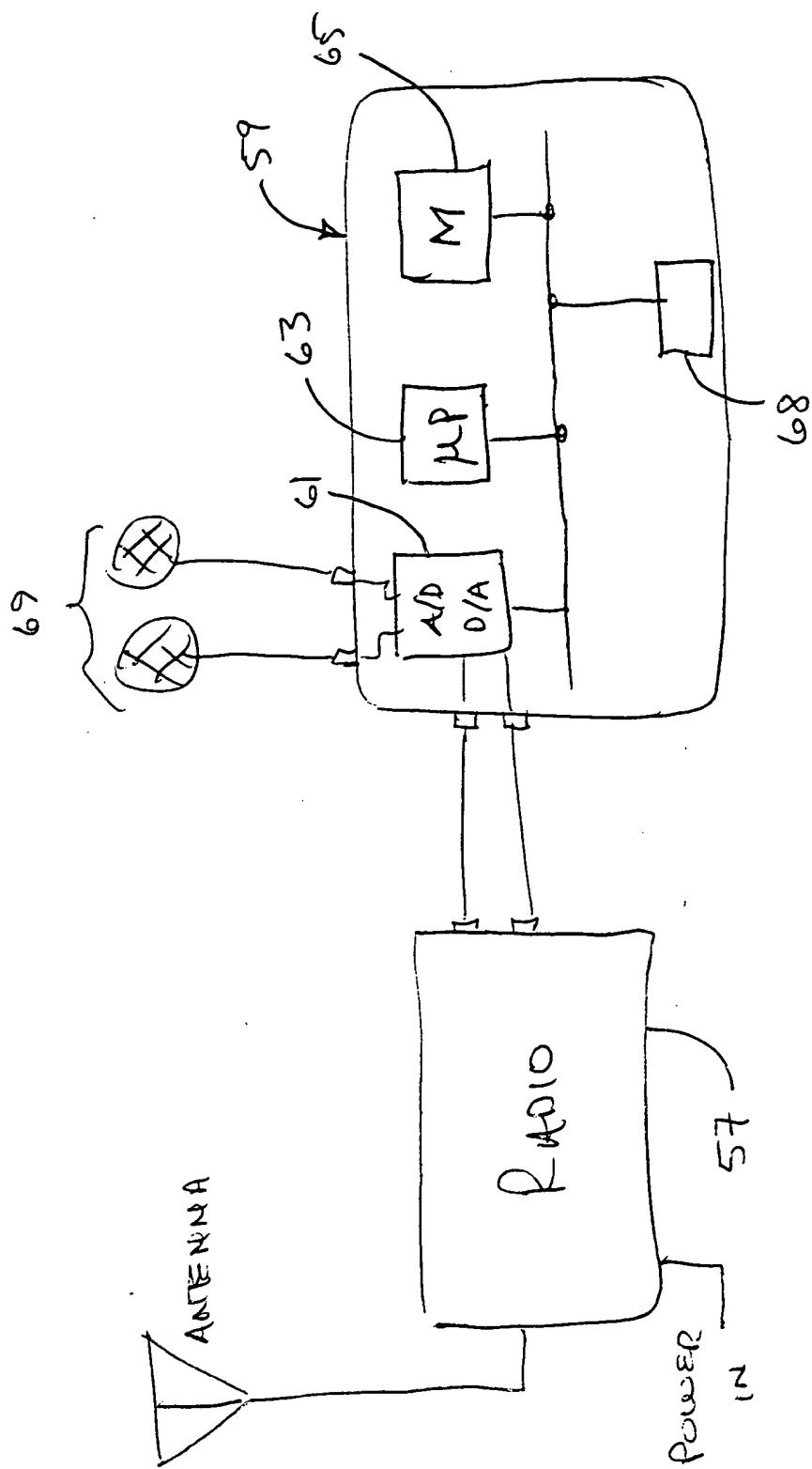


FIG. 3

Variable	Mean	SD	Min	Max
Age	34.5	10.2	21	55
Gender	0.5	0.5	0	1
Marital status	0.6	0.5	0	1
Education	12.5	1.5	9	16
Income	15.2	8.5	5	35
Health status	0.8	0.4	0	1
Stress level	2.5	1.2	1	4
Life satisfaction	3.2	1.5	1	5
Work engagement	4.1	1.8	1	6
Organizational commitment	3.8	1.6	1	5
Turnover intention	1.2	0.8	0	3
Job satisfaction	3.5	1.4	1	5
Perceived organizational support	3.1	1.3	1	5
Trust in supervisor	3.3	1.4	1	5
Psychological distance	2.8	1.1	1	4
Emotional exhaustion	1.8	1.0	0	3
Depression	1.5	0.9	0	3
Anxiety	1.6	1.0	0	3
Resilience	3.0	1.2	1	5
Self-efficacy	3.4	1.3	1	5
Optimism	3.6	1.4	1	5
Neuroticism	1.7	1.0	0	3
Conscientiousness	3.2	1.2	1	5
Openness	3.1	1.1	1	5
Agreeableness	3.3	1.2	1	5
Extraversion	3.4	1.3	1	5
Intelligence	100.5	15.2	70	130



Li J



4.5